

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

**Certificate of Mailing or Transmission**

I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below.

/Leslie A. Van Leeuwen, Reg. No. 42,196/

7/12/2006

Leslie A. Van Leeuwen, Reg. No. 42,196

Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Resource Reduction Financial Impact Analysis

Enclosed are:

- X Information Disclosure Statement;
- X Modified form 1449 listing 9 references;
- X Copy of 9 non-patent references;

37 CFR § 1.97 is satisfied by the following:

- X This IDS is being filed pursuant to CFR § 1.97(b), therefore no fee as set forth in § 1.17(p) is believed to be due. In addition, if an Office Action has been mailed, then this IDS is being filed pursuant to CFR § 1.97(c) as, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
- X The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447.
- X Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By /Leslie A. Van Leeuwen, Reg. No. 42,196/  
Leslie A. Van Leeuwen, Reg. No. 42,196  
Attorney for Applicant  
Telephone: (512) 301-6738  
Facsimile: (512) 301-6742

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	§	Group Art Unit: 2164
Calderaro, et. al.	§	
Serial No.: 10/042,439	§	
Filed: January 8, 2002	§	
Title: <u>System and Method for</u>	§	Intellectual Property Law Dept.
<u>Resource Reduction Financial</u>	§	11400 Burnet Road
<u>Impact Analysis</u>	§	Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents  
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By /Leslie A. Van Leeuwen, Reg. No. 42,196/  
Leslie A. Van Leeuwen, Reg. No. 42,196  
**Van Leeuwen & Van Leeuwen**  
Attorneys for Applicant  
Telephone: (512) 301-6738  
Facsimile: (512) 301-6742

In Place of FORM PTO-1449 (Modified)

Serial No. 10/042,439

**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT**

Applicant: Calderaro, et. al.

Filing Date: 1/8/2002

Group: 2164

Atty. Docket No. AUS920010788US1

**U. S. PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA				
_____	AB				

**FOREIGN PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
_____	AC				
_____	AD				

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

Examiner Initial	
_____	AE ANPAS System (11 pages), www.webarchive.org, April 2001.
_____	AF Blackwell, "Job performance would decide raise," Richmond Times-Dispatch, May 7, 1997.
_____	AG Campbell et al., "Self appraisal in performance evaluation: development versus evaluation," The Academy of Management Review, April 1998.
_____	AH Nixon, "Corporate downsizing: the effect of implementation strategies on firm performance," Texas A&M Univ., Dec. 1995 (thesis paper)
_____	AI Aram et al., "An evaluation of organizational due process in the resolution of employee/employer conflict," The Academy of Management Review, April 1981.
_____	AJ Lam et al., "Total quality management and performance appraisal: an experimental study of process versus results and group versus individual approaches," Jour. of Org. Behavior, April 1999.
_____	AK Knapp, "How to set up a reduction in force program," Jour. of Org. Excellence, Autumn 2001.
_____	AL Kam, "Overhaul of state civil service system is sent to Gov. Bush," South Florida Sun-Sentinel, May 5, 2001.
_____	AM "India: HM's VRS Targets 6 pc Reduction in Workforce," Businessline, June 8, 2001.
_____	AN

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.